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ABSTRACT

This annotated bibliography contains descriptions of 90 books, papers, articles, and other materials concerning women in corrections and/or law enforcement. Each of the entries contains information about the author, source, type of publication, number of pages, and date, and a short synopsis of the work's content. Resources are rated according to the amount of applicability of their contents to sex equity in law enforcement and/or corrections. Works are indexed by categories in both corrections and law enforcement and by author. (KC)

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RESOURCE GUIDE FOR SEX EQUITY IN LAW ENFORCEMENT / CORRECTIONS

Illinois
State Board of
Education

Adult,
Vocational and
Technical Education

ED277 826

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RESOURCE GUIDE for Sex Equity in Law Enforcement / Corrections

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RESOURCE GUIDE KEY

* Minimal content relating to Sex Equity in Law Enforcement and/or Corrections

** General Content in Relation to Sex Equity in Law Enforcement and/or Corrections

*** General content and some specific material which relates to Sex Equity in Law Enforcement and/or Corrections

**** All or major portions of content relates specifically to Sex Equity in Law Enforcement and/or Corrections.

This key attempts to classify the content of the particular article, publication, book, etc., in relation to the specific topic of Sex Equity in Law Enforcement and/or Corrections. This key does not attempt, in any way, to evaluate the quality of the specific topics contained in this resource guide. Users should take this into consideration when referring to the classifications used to rate the document in question.

This key is intended as a help for quick reference only. Because it is based on opinion, the readers should keep in mind that other evaluative criteria or another person doing the rating could produce different results.

In conclusion, each article, book, etc., has its own value and the reader should view each on its own merit. This key is not meant to assess the quality of any article.

Some entries do not indicate a copyright. These omissions do not infer that the item is not copyrighted.

CATEGORY: CORRECTIONS 1A

TITLE: ACA WOMEN - WHO AND WHERE THEY ARE!

AUTHORS: Coffey, Osa D., Ph.D.; Ainslie, Susan

SOURCE: Corrections Today, Vol. 41, Mar - April, 1979 Page 14

CONTENT: Title is descriptive of content

OPINION: ****

CATEGORY: CORRECTIONS 1B

TITLE: Addendum: The Management of Female Corrections Officers at Jail Facilities Housing Male Inmates

AUTHORS: Kissel, Peter J. and Katsampes, Paul

SOURCE: See content below

PAGE: 13

CONTENT: "This paper is an addendum to the report "The Management and Impact of Female Corrections Officers at Jail Facilities Housing Male Inmates"-by Peter J. Kissel and John Seidel. The purpose of this paper is to briefly outline some suggestions the authors would make to jail managers on issues related to the hiring, training, and utilization of female corrections officers." (Page 1 from introduction)

OPINION: ****

CATEGORY: LAW ENFORCEMENT 1C

TITLE: Administration of Justice - An Introduction, Third Edition

AUTHORS: Swaten, J. Norman and Morgan, Loren

SOURCE: Brooks/Cole Publishing Co. Monterey, Calif.

COPYRIGHT: 1984 by Wadsworth, Inc., Belmont, Calif. 94002

CONTENT: Title is descriptive of content. Chapter 15, "Changing roles for Minorities and Women"

"If the simultaneous need for more and better new personnel from among the available pool poses a dilemma for the criminal justice administrator, an even tougher one must be posed by the problems of sexual and racial

balance. It is now against the law to discriminate in hiring practices on the basis of sex or race. Yet only a minuscule percentage of the nation's criminal justice personnel are female, and only slightly more are black, Latin, or Asian. No simple formula exists for the administrator who wants to change this situation, and in fact, not all agree that it needs changing. But none would deny that there is a movement underway toward increasing both the numerical representation and the roles of underrepresented groups. In this chapter we'll look at the reasons for the trend, the benefits it is hoped will result, the problems involved in effecting the changes, and some of the results being obtained by those agencies trying to effect them." Page 336

OPINION: Book only *
Chapter 15 ****

CATEGORY: GENERAL 2A

TITLE: Affirmative Action for Women: A Practical Guide

AUTHORS: Jongeword, Dorothy and Scott, Dru

SOURCE: Addison-Wesley Publishing Co.

COPYRIGHT: 1973

CONTENT: Chapter 13 - "How to Eliminate Sexist Language from Your Writing" could prove to be beneficial for individuals interested in becoming aware of sexist language.

OPINION: *

CATEGORY: LAW ENFORCEMENT 2B

TITLE: THE AMBIVALENT FORCE - Perspectives on the Police, Third Edition

AUTHORS: Blumberg, Abraham S. and Niederhoffer, Elaine

SOURCE: Holt, Rinehart and Winston

COPYRIGHT: 1985 by CBS College Publishing

CONTENT: "We have sought as a realistic goal to bring together the variegated approaches of the academic behavioral scientist, the journalist, the psychiatrist, the lawyer, the policeman, the historian, and the administrator in their assessments of some major features of the police occupation and role.

Among some of the key areas for discussion in this revised edition are:

The problems and issues attendant upon the role of women in policing, a new section on the use of deadly force, the dramatic changes in police power and responsibility wrought by the Burger Court, a major section on the

impact of the police occupational role on the police family, the significance of unions and unionization, an overview of the problem of police stress, and an original essay which will lay to rest the myths and misperceptions regarding the efficacy of punishment as a means of achieving deterrence of crime." Page XI

OPINION: Book *
Pages 69-80 ****

CATEGORY: LAW ENFORCEMENT 3A

TITLE: The American System of Criminal Justice, 3rd Edition

AUTHOR: Cole, George F.

SOURCE: Brooks/Cole Publishing Company Monterey, Calif.

COPYRIGHT: 1983 by Wadsworth, Inc., Belmont, Calif. 94002

CONTENT: Title is descriptive of content. Pages 209-210 deals with "Women on the Force." This gives an overview of the history, developments, attitudes, and the future role of women in police work.

OPINION: Book *
Pages 209-210 ****

CATEGORY: LAW ENFORCEMENT 3B

TITLE: Attitudes of Abused Women Toward Male and Female Police Officers

AUTHORS: Kennedy, Daniel B. and Homant, Robert J.

SOURCE: Criminal Justice and Behavior, Vol. 10, No. 4, December 1983, Pages 391-405

COPYRIGHT: 1983 American Association of Correctional Psychologists

CONTENT: "A total of 103 women from three Detroit-area shelter homes were interviewed about their perceptions of the police response to family violence. Ninety women reported that they had had contact with police officers as the result of a family disturbance. Seventy percent of the women reported that the police had been at least a little helpful in their cases. There were significant differences in attitudes toward policewomen and policemen. There was strong evidence that those who had had contact with policewomen viewed them differently than did women whose only contact had been with policemen. In general, contact with policewomen resulted in a more favorable evaluation of them. However, while policewomen were more able to calm a situation than the subjects had anticipated, they did not automatically take the woman's side in an argument between cohabitants." Page 391

CATEGORY: LAW ENFORCEMENT 4A

TITLE: Attitudes Toward Policewomen: A Study of Interrelationships and Determinants

AUTHORS: Koenig, Esther J. and Juni, Samuel

SOURCE: Journal of Police Science and Administration, Vol. 9, No. 4, December, 1981, Pages 463-474

COPYRIGHT: 1981 by IACP, Inc.

CONTENT: The study measures both "covert" and "overt" attitudes toward policemen and explores the determinants of these attitudes. Page 464

OPINION: ****

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 4B

TITLE: Baring Body and Soul

AUTHOR: Sefrin, Rosalyn

SOURCE: Police Magazine, Vol. 5, September 1982, Pages 26-31

CONTENT: "This article was selected as one of ten finalists by the Editors of Police Magazine in their 1982 writing contest. The article discusses the unpleasant duties of a police matron."

OPINION: **

CATEGORY: LAW ENFORCEMENT 4C

TITLE: Black Women in American Policing: An Advancement Display

AUTHOR: Townsey, Roi Dianne

SOURCE: Journal of Criminal Justice, Vol. 10, P. 455-468 (1982) Pergamon Press

COPYRIGHT: 1982 Pergamon Press

CONTENT: "ABSTRACT - This article is a display of the advancement of black women in American municipal policing. Outlined are research findings which denote the current status of black female officers through a national overview and analysis of their numbers and assignment and rank distributions in relation to geographic region and city population size. The supervisory and command representations of black women among the sworn personnel of five major municipal police agencies are examined.

OPINION: *

CATEGORY: LAW ENFORCEMENT 5A

TITLE: The Changing Status of Women in Police Professions

AUTHOR: Stuart, Cynthia Gould

SOURCE: The Police Chief, Volume/Issue 42, April 1975, Pages 61-62, 81

CONTENT: Discusses employment rates of women in law enforcement labor forces and the need for more women in the field. Sex discrimination on the basis of job qualifications for police departments, EEOC decisions NO. 71-1529, and Griggs V. Duke Power Co., Case, 915.CT.849 (1971) are covered.

OPINION: ****

CATEGORY: LAW ENFORCEMENT 5B

TITLE: A Comparison of Attitudes Between Men and Women Police Officers: A Preliminary Analysis

AUTHORS: McGeorge, Joann and Wolfe, Jerome A.

SOURCE: Criminal Justice Review, Fall 1976, Pages 21-33

CONTENT: "ABSTRACT"

"The influence of the "occupational culture" of police work on police behavior has been well established. However, past studies have dealt with male officers only, inasmuch as the entry of women into this profession in large numbers is a relatively recent occurrence. Given the difference between the socialization of males and females, there has been speculation that women police officers may not become a part of police occupational culture to the same degree as their male counterparts. This article suggests that this may indeed be the case." Page 21

OPINION: ****

CATEGORY: LAW ENFORCEMENT 6A

TITLE: Considerations in the Training and Development of Women Sergeants

AUTHORS: Wexler, Judie Gaffin and Quinn, Vicki

SOURCE: Journal of Police Science and Administration, Volume 12, No. 2, June 1985, Page 98-105

COPYRIGHT: 1985 by IACP, Inc.

CONTENT: "This study reviews the literature on the training of women managers and surveys the perceived training needs of female and male candidates for sergeant positions in the San Francisco Police Department. These data are used in combination to make recommendations about the effective development of women sergeants." Page 98

OPINION: ****

CATEGORY: CORRECTIONS 6B

TITLE: Correctional Officer Resource Guide

SOURCE: American Correctional Association, 4321 Hartwick Road, Suite L-208, College Park, Maryland 20740

"ACA offers this Resource Guide as an introductory text to include basic instruction useful to correctional officers. The text was written primarily for a correctional officer in a security institution. Agencies should feel free to supplement information here with particular state and local information. ACA standards and guidelines for policies and procedures and the material found in the following pages are consistent with the progress of today's correctional philosophy." (Page VI)

OPINION: * (Minimal content specific to sex equity)

CATEGORY: LAW ENFORCEMENT 6C

TITLE: Crime Prevention Assistants: The Bridge Between Recruitment and Training of Female Officers

AUTHOR: Kerstein, Alan

SOURCE; Police Chief, August 1982, Pages 50-51

CONTENT: The article discusses a program developed by the Los Angeles Police Department. "The LAPD developed the Crime Prevention Assistance (CPA) Program to prepare female candidates for the demands of the police academy six-month training course." Page 50

OPINION: * or **

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 7A

TITLE: The Criminal Justice System and Women

AUTHORS: Price, Barbara Raffel and Sokoloff, Natalie J.
(Edited and Compiled by the above people)

SOURCE: Clark Boardman Co., Ltd.

COPYRIGHT: 1982 by Clark Boardman Co., Ltd.

CONTENT: "This book provides the reader with a perspective on the treatment of women in the criminal justice system - as offenders, as victims of crime, and as working members of the system. Typically only one or two of these areas are covered in a single volume, rarely all three. In organizing and teaching college courses related to these subjects, we have found that much of the available literature fails to provide a comprehensive overview of the issues and full development of the problems. This volume was developed to offer a complete treatment of women as they affect and are affected by crime and the criminal justice system.

Rather than focusing only on the discipline of criminology as a major source of materials, various sources have been drawn on from a number of different disciplines and perspectives to reflect both historical and recent developments in understanding the criminal justice system and its impact on women. Articles have been included by sociologists, anthropologists, and social scientists as well as criminologists; practioners, administrators, and activists as well as academics; journalists as well as scholars; and most importantly, feminists from a wide range of social and political perspectives." Page XI from preface

OPINION: ****

CATEGORY: LAW ENFORCEMENT 7B

TITLE: Criminology, Second Edition

AUTHOR: Siegel, Larry J.

SOURCE: West Publishing Company

COPYRIGHT: 1986 by West Publishing Company
50 West Kellogg Boulevard
P.O. Box 64526
St. Paul, MN 55164-1003

CONTENT: Section I - Concepts of Crime and Criminology
Chapter 1 - Crime and Criminology
Chapter 2 - The Criminal Law and Its Procedures
Chapter 3 - Measuring Criminal Behavior
Chapter 4 - Victims and Criminals
Section II - Theories of Crime Causation
Chapter 5 - Classical and Neoclassical Theories:
Conservative Criminology

Chapter 6 - Biological and Psychological Theories of Crime Causation
Chapter 7 - Sociological Approaches: Social Structure Theories
Chapter 8 - Sociological Approaches: Social process Theories
Chapter 9 - Sociological Approaches: Social Conflict Theory
Section III - Crime Typologies
Chapter 10 - Violent Crimes
Chapter 11 - Economic Crimes: Street Crime
Chapter 12 - Economic Crimes: Organizational Criminality
Chapter 13 - Public Order Crime
Section IV - The Criminal Justice System
Chapter 14 - Overview of the Criminal Justice System
Chapter 15 - The Police
Chapter 16 - The Adjudicatory Process
Chapter 17 - Corrections

OPINION: Book *
Pages 506-507, 508 **** (deals with female police officers)

CATEGORY: LAW ENFORCEMENT 8A

TITLE: Directory of Women In Law Enforcement

DATE: August 1985

SOURCE: Published annually by the Interagency on Women in Federal Law Enforcement sponsored by the Department of Justice and the Department of the Treasury. Interagency Committee on Women in Federal Law Enforcement, P.O.Box 6116, Ben Franklin Station, Washington, D.C. 20044

CONTENTS: "TABLE OF CONTENTS"
1. Alphabetical Listing of Agents/Officers.
2. Geographical Listing of Agents/Officers.
3. Interagency Committee on Women in Federal Law Enforcement, Listing of Agency Representatives
4. Directory Application Form"

OPINION: *
CATEGORY: GENERAL 8B

TITLE: Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions (1)

AUTHOR: Epstein, Cynthia L.

SOURCE: American Journal of Sociology, 1970, Pages 965-982

CONTENT: "Despite impressive extensions in the scope of women's social and political rights, there have been few extensions on sex-linked boundaries in the prestigious, male-dominated professions. This paper identifies the processes and structure of the professions in the United States which act to

limit women's participation and achievements within them. Because their sex status is defined within the culture of professions as inappropriate, women find that the institutionalized channels of recruitment and advancement such as the protege systems, are not available to them. Various modes of behavior on the part of women and their colleagues are described which are consequences of women's minority position and which reinforce it. Social changes affecting the traditional structures and opening careers in the professional heirarchy are discussed." Page 965

(1) "This is publication A-575 of the Bureau of Applied Research, Columbia University. Permission has been granted by the University of Calif., Pres. to publish a revised version of sections of Women's Place: Options and Limits in Professional Careers, issued in April, 1970. The paper is based on research performed for a study of women lawyers in the New York City area in 1966-67. It was prepared with the support of NIMH grant #F1 MH-22, 158-03 and grant #91-34-68-26 from the Manpower Administration, U.S. Department of Labor. It is a revised version of a paper delivered at the 1967 annual meetings of the American Sociological Association, San Francisco, Calif. The author is indebted to Howard M. Epstein and William A. Goode for critical assistance and to Robert K. Morton for his extensive comments in an earlier version. Harriet Zuckerman also offered valuable suggestions." Page 965

OPINION: *

CATEGORY: LAW ENFORCEMENT 9A

TITLE: Equal Employment Opportunity and Female Employment in Police Agencies

AUTHOR: Potts, Lee W., Hastings College of Law, University of Calif. San Francisco, Calif. 94102

COPYRIGHT: 1983 Pergamen Press Ltd.

SOURCE: Journal of Criminal Justice, Vol. 11, pp. 505-523 (1983)

CONTENT: "ABSTRACT - One of the most significant developments in public personnel administration in the past decade has been imposition of the equal employment opportunity mandate. Of special importance to the traditionally male police profession is the requirement that all aspects of public service be open to women. This article discusses the application of equal employment opportunity law to women in policing. It outlines the two major theories of discrimination and then illustrates forms of discrimination against women in law enforcement agencies which have received judicial attention." (Page 505)

OPINION: ****

CATEGORY: LAW ENFORCEMENT 9B

TITLE: An Evaluation of Policewomen on Patrol in a Suburban Police Department

AUTHOR: Sherman, Lewis J.

SOURCE: Journal of Police Science and Administration, Volume 3, No. 4

COPYRIGHT: 1975 by Northwestern University School of Law

CONTENT: "The present evaluation was undertaken in St. Louis County in order to assess the performance of policewomen in a radically different policing situation: suburban, one-person motor patrol. Equally positive results in this study should increase confidence in the reliability of the previous findings and permit generalizations from the urban Washington and New York settings to suburban police forces." The findings of these studies support the notion that "women are able to perform on patrol as well as men." Page 434

OPINION: ****

CATEGORY: LAW ENFORCEMENT 10A

TITLE: An Examination of Attitudinal Differences Between Policewomen and Policemen

AUTHORS: Fry, Louis W. and Greenfield, Sue, Department of Management Texas A & M University

SOURCE: Journal of Applied Science, Vol. 65, No. 1 (Requests for reprints should be sent to: Louis W. Fry, Department of Management, Texas A & M University, College Station, Texas 77843) Pages 123-126

CONTENT: "Survey data on general satisfaction, organizational commitment, role conflict, and role ambiguity were obtained from 529 male and 21 female patrol officers. Measures used were the short form of the Minnesota Satisfaction Questionnaire, Porter's Organizational Commitment Questionnaire, and 14 items of role conflict and ambiguity as constructed by Rizzo, House, and Lintzman. Results showed no significant differences in attitudes on measures of organization commitment, job satisfaction, work anxiety, role conflict and role ambiguity. These results offer further support for the argument that personal and organizational factors are stronger predictors of attitudes in the work place than is gender." Page 123

OPINION: ****

CATEGORY: LAW ENFORCEMENT 10B

TITLE: Female Partners for Male Police - The Effect for Shooting Responses

AUTHORS: Johns, Christine J. and Barclay, Andrew M.

SOURCE: Criminal Justice and Behavior, Vol. 6, No. 4, Dec. 1979, Pages 327-328

COPYRIGHT: 1979 American Associations of Correctional Psychologists

CONTENT: "Sixteen male state police troopers with either a male or a female partner responded to a training film designed to provoke impulsive aggression. Troopers and partners fired blank loads directly at a movie screen when they felt it would have been appropriate to do so had the situations depicted in the movie been occurring in real life. The hypothesis, that female presence would affect shooting responses of male troopers, was confirmed. Troopers with female partners fired more often and with fewer errors than did troopers with male partners. The results are discussed in terms of two models of aggressive behavior and the practical applications of the findings. Page 327

"AUTHORS' NOTE; The authors wish to acknowledge gratefully the contributions of Denis Anderson and Brian Amato, Motorola Teleprograms, Charles Wierman, the Michigan State Police, Greg McDonald, the East Lansing Police Department, and the members of the 89 Advanced Trooper Training School. Reprints may be obtained from Christina J. Johns, Department of Criminology, Faculty of Law, University of Edinburgh, Old College, South Bridge, Edinburgh, Scotland." Page 327

OPINION: ****

CATEGORY: LAW ENFORCEMENT 11A

TITLE: Female Police Officers: Coping with the Male Police Subculture

AUTHOR: Jacobs, Pearl Ph.D. Assistant Professor Criminal Justice Sociology, New York Institute of Technology Old Westbury, NY

SOURCE: Paper presented at the March 1985 meeting of the Academy of Criminal Justice Sciences, Las Vegas, Nevada.

CONTENT: "The purpose of this paper was to explore the relationship between the male police subculture and the female officer. In particular, the following questions were posed for examination: What, if anything, are female officers doing to eliminate resistance and gain entrance to the police subculture? Do female officers desire admittance to the police subculture or do they prefer the exclusion?" Page 17

OPINION: ****

CATEGORY: LAW ENFORCEMENT 11B

TITLE: FEMALES IN LAW ENFORCEMENT Femininity, Competence, Attraction, and Work Acceptance

AUTHOR: Hernandez, Ernie Jr.

SOURCE: Criminal Justice and Behavior, Vol. 9 No. 1, March 1982, Pages 13-34

COPYRIGHT: 1982 by American Association of Correctional Psychologists

CONTENT: "Photographs and biographical descriptions of female deputy

strangers were used to examine the effects of femininity and competence on male deputy attraction to and work acceptance of female deputies. Repeated measures were obtained for patrol work acceptance, staff work acceptance, and personal attraction. Four different but equally attractive females were employed to yield four experimental condition categories: feminine-competent, masculine-competent, and masculine-incompetent. Each female was used in all photo-biograph combinations, though male subjects were only exposed to one combination. Results indicated that effects of pose and biograph were significantly different in each of the repeated measurements. Findings included an attraction preference for feminine-competent female deputies, and greater tolerance of feminine-incompetent female deputies for staff work than for patrol work." Page 13

OPINION: ****

CATEGORY: LAW ENFORCEMENT 12A

TITLE: A Few Minutes with Dorothy Uhnak

SOURCE: Police Magazine, Vol. 6, March 1983, Pages 60-62

CONTENT: "In this article Ms. Uhnak discusses her career, policing and writing with editors Michael Serrill and Bruce Cery." Page 60

OPINION: ****

CATEGORY: LAW ENFORCEMENT 12B

TITLE: Handbag for a Truncheon

AUTHOR: Doorly, Moyra

SOURCE: New Statesman, August 3, 1984, pages 12-14

CONTENT: "In the police force, a "cult of masculinity" rules and women are excluded. Moyra Doorly visited the Leeds police to find out the lot of women there."

In its proportion of women police officers the Leeds police force is marginally above the national average of 9.2 per cent, but its approach and attitudes are not that different from those of the Met, examined by the Policy Studies Institute. In their report on the London force, the PSI concluded: "We would say that women face substantial prejudice within the Force." There is, they said, clear evidence that the Force discriminates against female applicants - 7 per cent of women applicants were recommended for acceptance compared with 17 per cent of men." Pages 12-13

OPINION: **** (Note: When referring to this article keep in mind the geographical location that is being covered.)

CATEGORY: LAW ENFORCEMENT 12C

TITLE: Historical Background of Policewomen's Service

AUTHOR: Higgins, Lois

SOURCE: Journal of Criminal Law and Criminology March-April 1951, Vol. 41, Pages 822-823

CONTENT: "In her present paper Mrs. Higgins relates to the development of the policewomen's service in the country - EDITOR."
Pages 822-823

OPINION: *** or ****

CATEGORY: CORRECTION 13A

TITLE: Illinois Women Wardens

AUTHOR: Parker, Joan Agrella

SOURCE: Corrections Today, August 1985, Pages 124-132

COPYRIGHT: Illinois issues, Reprinted with permission from Illinois Issues, Feb. 1985 magazine, published by Sangamon State University, Springfield, IL 62708

CONTENT: "The Illinois Department of Corrections currently oversees 18 prisons housing male and female inmates. In a unique situation, two male facilities are supervised by women.

Alethea Camp is warden of the Graham Correctional Center in Hillsboro, Illinois. Graham opened in 1980 is a medium-security prison housing 900 inmates.

Linda Giesen is warden of the Dixon Correctional Center in Dixon, Illinois. In August 1984, Dixon was being converted from a mental health facility to a medium-security prison. As of May 1985, Dixon housed 570 inmates. The population is expected to increase to 1,000 by the end of this year, with a total population of 1,250 expected by the fall of 1986.

The following are excerpts of an article concerning these two women wardens that appeared in Illinois Issues (Feb. 1985)." Page 124

OPINION: *

CATEGORY: CORRECTIONS 13B

TITLE: Impact of Female Employees In Adult All-Male Correctional Institutions

SOURCE: Thesis in partial fulfillment of the requirements for the Degree Masters of Arts, Dec., 1971

CONTENT: "ABSTRACT-This paper presents the results of an exploratory study of the impact of female employment in adult all-male correctional institutions. Information was gathered through a survey of correctional institutions in the United States, Israel, and Sweden, and through a case study of the Texas Department of Corrections (TDC), Huntsville, Texas, and in particular, the Ferguson Unit of that department. Questionnaires or personal letters were sent to the Directors of all correctional systems surveyed. Inmates, staff, and administrators were interviewed regarding the effects female employment in the education program had had on the persons involved and on the system itself.

The survey indicated that more than four hundred and forty women are employed in thirty-two different jobs within adult all-male correctional institutions. Directors reported both advantages and disadvantages to such employment.

The positive impact women have had at Ferguson (a minimum security unit for first offenders, ages seventeen through twenty-three) included: a boost in morale for inmates and staff; release of tension for the inmates; motivation for achievement in education; motivation for improvement in personal grooming and behavior patterns; increased respect for the system because administrators had allowed women to teach in the unit; self-enhancement (boost in ego when seen as an individual); feelings of women caring and understanding; retention of male identity as an individual; and a connection to the outside.

The negative impact included: inmate feelings of increased pressure from the guards; restriction of topics appropriate in classroom discussions; increased pressure on the part of guards and administrators to maintain strict surveillance and control of inmates; special scheduling to overcome architectural design that did not generally allow for the presence of women in the unit, and privacy of the men in the shower and urinal areas.

The Texas study, however, indicated that similar advantages and disadvantages exist, but that the advantages outweigh the disadvantages in the present program of female employment. This attitude was present across the full range of the power continuum (i.e., from inmates to the Director). Many persons are anxious to see the program expanded, particularly to include the area of counseling." Page V-VI

OPINION: ****

NOTE: The reader should keep in mind the 1971 date of the thesis when reviewing for current material.

CATEGORY: LAW ENFORCEMENT 14A

TITLE: The Impact of Policewomen on Community Attitudes Toward Police

AUTHOR: Homant, Robert J.

SOURCE: Journal of Police Science and Administration, Volume 11, No. 1, March 1983, Pages 16-22

COPYRIGHT: 1983 by IACP, Inc.

CONTENT: "The purpose of this study was to find out what impact, if any, policewomen have had on a community's perception of the police." Page 18

OPINION: ****

CATEGORY: CORRECTIONS 14B

TITLE: The Impact of Women Correctional Officers on the Functioning of Institutions Housing Male Inmates

AUTHORS: Kissel, Peter J. and Katsampes, Paul

SOURCE: National Institute of Corrections, March 1979

CONTENT: "At this time, there is a paucity of empirical research which documents the impact of female personnel on the functioning of correctional institutions. Most articles dealing with the subject tend to formulate hypothetical effects without attempting to provide empirical research supporting such hypotheses. In general, these speculative articles outline potential beneficial effects that females on the staff could provide for the institutions such as exerting a "softening" influence on the institutional environment, and/or hypothesize what potential hazards could result from adding females to a corrections staff in an institution housing male inmates. Such hazards include the possibility that the presence of females would invade the privacy of male inmates, that women on the staff could increase the sexual frustration of inmates and actually make their incarceration more difficult, that female supervision of male inmates could generate resentment and feelings of emasculation, and that women might not be able to handle all the duties associated with the position of corrections officer. This paper attempts to deal with these and other hypothetical issues regarding the impact of female corrections personnel working at institutions housing male inmates, but attempts to go beyond the speculation phase by collecting and analyzing data from three reference groups in regard to these issues."
Page 4

OPINION: ****

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 15A

TITLE: Interagency Committee on Women in Federal Law Enforcement

SOURCE: First Annual Training Conference, July 11, 1984 - Conference, April 1985

CONTENT: The Interagency Committee on Women in Federal Law Enforcement, sponsored by the Department of Justice and the Department of the Treasury, is composed of representatives of federal law enforcement agencies and includes women law enforcement agents and officers, EEO officials, and representatives from some state and local law enforcement organizations.

The objectives of the Committee are to:

1. Identify barriers to the hiring, promotion and equitable treatment of women and recommend solutions;
2. Facilitate recruitment of women into Federal law enforcement positions.
3. Monitor progress in the hiring and promotion of women in law enforcement occupations;
4. Establish and maintain an information-sharing network;
   Provide a forum to discuss areas of difficulty and to attempt to provide solutions;
6. Foster increased awareness and understanding among male peers and supervisors to improve communication between men and women in law enforcement.

The proceedings of the first annual training conference sponsored by the Committee include welcoming remarks by Honorable John M. Walker, Jr.,

Assistant Secretary for Enforcement and Operation, Department of the Treasury; and Honorable D. Lowell Jensen, Associate Attorney General, Department of Justice, both of whom were enthusiastic in their support of the conference and the Committee's objectives.

Distinguished panelists were:

Psychological Considerations: Ellen Scrivner, Consulting Psychologist, Prince George's County Government; Frances Stillman, Work Family Systems Analyst, Prince George's County Government; Dr. Virginia E. Pendergrass, Director, Office of Stress Management, Montgomery County Police; and Margaret Hambrick, Deputy Assistant Director, Federal Prison Industries, Inc.

Myths and Realities:

Marie Carter, Personnel Director, Federal Correctional Institution, Bastrop, Texas; Suzanne Devlin, 2nd Lieutenant, Fairfax County Police Department; Karen Lee, Officer, U.S. Park Police; Kathleen McChesney, Supervisory Special Agent, FBI; and Edwina Rawlings, Deputy U.S. Marshal.

Career Conflicts and Solutions:

Margaret R. Owens, Supervisory Special Agent, FBI; George C. Corcoran, Assistant Commissioner, U.S. Customs Service; JoAnn Kocher, Resident Agent, Bureau of Alcohol, Tobacco, and Firearms; John Armstrong, Deputy Assistant Director, U.S. Secret Service, and Kayleen Drissell, Regional Inspector General of Investigations, Department of Health and Human Services.

OPINION: Law Enforcement ****/Corrections ***

CATEGORY: LAW ENFORCEMENT 16A

TITLE: Introduction to Law Enforcement and Criminal Justice, Second Edition

AUTHORS: Wrobleski, Henry M. and Hess, Karen M.

SOURCE: West Publishing Company, 50 West Kellogg Boulevard P.O. Box 64526, St. Paul, MN 55164-1003

COPYRIGHT: 1986

CONTENT: "Introduction to Law Enforcement and Criminal Justice provides basic information which should serve as an overview of the entire field as well as a solid foundation for future course work. The content in each chapter could easily be expanded into an entire book or course, but the basic concepts in each area have been included. You will be introduced to the history of law enforcement and crime as it exists in the United States, including juvenile delinquency and organized crime. After familiarizing yourself with this general background of law enforcement, you will learn about the agencies engaged in law enforcement activities, the general organization of most police departments, and the goals most seek to accomplish. Next you will study the complex role of the police officer in depth - the functions performed in fulfilling extremely difficult responsibilities, including traffic, patrol, investigation, and community service. Then you will be introduced to the police officer's role in the criminal justice system, from the investigation and search through the arrest and the court trial including the nature of civil liberties and our courts and corrections systems. Finally,

you will learn about the requirements for becoming a law enforcement officer, what occurs during the recruitment, probation, and training periods; what opportunities in law enforcement are available to members of minority groups and women; the image of the law enforcement officer; and, finally, critical issues facing those involved in law enforcement.

Important court cases and decisions are presented throughout the book rather than being isolated in a single chapter. Likewise, modern advancements in law enforcement are integrated into chapters rather than presented as a separate subject. The content of the book is based on the result of ten years of classroom research among law enforcement officers and pre-service students as to what subject matter is most important and useful to the future police officer. The book itself has been classroom tested and reviewed by several experts in the field.

The authors recognize the importance of women in law enforcement. The fact that the authors have occasionally chosen to use the masculine pronoun when a pronoun is called for should in no way be construed as implying bias." (from preface)

The majority of this book (20 chapters) does not deal with the topic of women in Law Enforcement and/or Corrections. However, several pages make reference to the topic and pages 514-520 discuss the topic specifically.

OPINION: Pages 514-520 ****

CATEGORY: LAW ENFORCEMENT 17A

TITLE: Job Bias Edited by Lester A. Sobel (A Facts on File Publication)

SOURCE: Facts on File, Inc., New York, NY

COPYRIGHT: 1976

CONTENT: "This volume is a record of events in the struggle against job discrimination in the United States since the end of the 1960's. The material that follows consists largely of the developments chronicled by Facts on File in its weekly reports on current history. As in all Facts on File works, a conscientious effort was made to keep this volume free of editorial bias and to make it a balanced and reliable reference tool." Page 15

OPINION: **

CATEGORY: LAW ENFORCEMENT 17B

TITLE: Known to The Police

AUTHOR: Howe, First Lady

SOURCE: Police Review, May 11, 1979, Pages 735-736, 760

CONTENT: "First Lady Howe, wife of the Chancellor of the Exchequer and Deputy Chairman of the Equal Opportunity Commission, pleads for greater flexibility in recruiting while in a Personal View article, C.B. Mansfield suggests a solution to the policing the black communities." Page 735

OPINION: ****

CATEGORY: LAW ENFORCEMENT 18A

TITLE: Majority Prefer Male Policemen

AUTHOR: Howard, Allen and Turmell, Mike

SOURCE: The Cincinnati Enquirer; Metro, Friday, November 22, 1985

CONTENTS: Newspaper article based on a presentation made by Carole Garrison, Professor of Criminal Justice at the University of Akron; Ken McCormick, Professor of Criminal Justice at the University of Akron, and Quinn Bringle, Psychologist for the Cincinnati police. (At the conference, Women in Policing: Lingering Issues and Future Considerations.)

OPINION: ****

CATEGORY: CORRECTIONS 18B

TITLE: The Management and Impact of Female Corrections Officers at Jail Facilities Housing Male Inmates

SOURCE: National Institute of Corrections (This study conducted under contract DD-1 for the National Institute of Corrections. Completed June 1980.) Peter J. Kissel, Project Director with John Seidel, Research Consultant

CONTENT: "The purpose of this project is to identify the issues that evolve when women are employed as corrections officers in institutions housing male inmates, and to evaluate the impact which the presence of women has on the functioning of the facility." Page 2

OPINION: ****

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 18C

TITLE: The Mentor Partnership: Discovery of Professionalism

AUTHOR: Schmidt, Janet A. and Wolfe, Janice Sutera

SOURCE: NASPA Journal, Vol/Issue No. 17 (3), 1980, Pages 45-51

CONTENT: "Student personnel literature to date fails to emphasize and define the functions and significance of the mentor-protege relationship. Our purposes are to describe the functions of a mentor; to suggest guidelines for choosing a mentor; to delineate the rewards of the relationship for the mentor and the protege; and lastly, to highlight research pertaining to aspiring women professionals.

This article is addressed to two audiences; the potential mentor, who may be a chief personnel administrator, a faculty member, or a counselor, and to the new professional in student personnel. We hope to persuade both the mentor and the protege that developing mentor relationships is a vital activity and one that should be encouraged as a conscious professional practice." Page 45

OPINION: *

CATEGORY: LAW ENFORCEMENT 19A

TITLE: Metropolitan Uni-Sex

AUTHOR: Becke, Shirley, Q.P.M., Commander Metropolitan Police

SOURCE: Police Journal, July 1973, Pages 274-279

CONTENT: Discusses the impact of women in the metropolitan police in London.

OPINION: ****

CATEGORY: LAW ENFORCEMENT 19B

TITLE: Mothers In Uniform; The Children's Police of Suriname

AUTHOR: Brana-Shute, Gary

SOURCE: Urban Anthropology, Vol. 10 (1), Spring 1981, Pages 71-88

CONTENT: "ABSTRACT - This paper examines the roles played by professional police women in the administration of justice in Paramaribo, the capital city of Suriname. Although responsible for a wide range of formal police duties their activities are, in fact, conditioned by certain very strong cultural stereotypes that restrict and circumscribe their professional behavior to activities reminiscent of female roles in the household and domestic group. While they are mothers at home, they are given the same role blown large in their professional life and are, consequently, public mothers in uniform." Page 71

OPINION: *

CATEGORY: LAW ENFORCEMENT 19C

TITLE: National Advisory Commission on Criminal Justice Standards and Goals - Task Force on Police

AUTHORS: Peterson, Russell W. - Chairman; Davis, Edward M. Chairman; Foote, Joseph - Executive Editor

CONTENT: "The Report on Police is intended as a practical document. It provides standards designed for the police administrators, other criminal justice practioners, political figures, and interested readers seeking a clearer insight into the "real world" of the American police service.

A strong emphasis persists throughout the Report on Police, brought about at the request of the Task Force itself, to identify programs that have a proven record of effectiveness and to draw upon those programs in developing standards. It is strongly felt that this report represents the most up-to-date and proven experience in the police field available today." (From preface written by E.M. Davis/Chairman Task Force on Police)

Page 320 - Employment of women in police service

Page 342-347 - Employment of women

OPINION: **

CATEGORY: CORRECTIONS 20A

AGENCY: National Institute of Corrections

CONTENT: "The National Institute of Corrections is a national center of assistance to the field of corrections. The goal of the agency is to aid in the development of a more effective, humane, constitutional, safe, and just correctional system.

The National Institute of Corrections is both a direct-service and a funding agency serving the field of corrections. Its five legislatively mandated activities are: (1) training, (2) technical assistance, (3) research and evaluation, (4) policy and standards formulation and implementation, and (5) clearinghouse. The basic objective of the Institute's program is to strengthen corrections at all levels of government, but primarily at the state and local levels.

As established by the enabling legislation, the Institute's policy is determined by an active 16-member, non-partisan Advisory Board appointed by the Attorney General of the United States. The Board is composed of six federal officials serving ex-officio, five correctional practitioners, and five individuals from the private sector who have demonstrated an active interest in corrections. Through public hearings, the Advisory Board regularly solicits the opinions of correctional practitioners and others involved in the criminal justice process prior to targeting the Institute's fiscal year funds."

(From the inside cover of U.S. Department of Justice-National Institute of Corrections "Annual Program Plan and Academy Training Schedule for Fiscal Year 1986")

OPINION: Not Applicable

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 20B

TITLE: National Manpower Survey Of The Criminal Justice System

DATE: Summary Report - August, 1978

SOURCE: This project was supported by Contract J-LEAA-035-74 awarded to the National Planning Association, Washington, D.C., by the Law Enforcement Assistance Administration, U.S. Department of Justice, under the Omnibus Crime Control and Safe Streets Act of 1968, as amended.
For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402

CONTENT: "The study, initiated in July 1974, is based, in large part, on a comprehensive series of surveys of executives, agencies, and of employees of state and local law enforcement and criminal justice agencies, including both mail questionnaires and field visits, conducted between November 1975 and

June 1976. An Interim Report, based on an initial analysis of the survey results, was submitted on June 30, 1976. In addition to the present Summary Report (Volume I), the detailed results of the study have been presented in the following reports:

Volume II, "Law Enforcement", October 1976
Volume III, "Corrections", November 1976
Volume IV, "Courts", February 1977
Volume V, "Criminal Justice Education and Training" (2 Parts), November 1976
Volume VI, "Criminal Justice Manpower Planning", December 1976

A special report, "Criminal Case Loads and Estimating Processing Time in General Trial Courts, Fiscal Year 1975", was also completed in May 1977, as a supplement to the original study plan." (from preface page V)

OPINION: *

CATEGORY: LAW ENFORCEMENT 21A

TITLE: "No Longer Men or Women - Just Police Officers."

SOURCE: U.S. News & World Report, August 19, 1974, Pages 45-46

CONTENT: General overview of women in law enforcement. Brief history from the 1960's to the date of the publication is presented. Salaries and problem areas are covered.

OPINION: ****

CATEGORY: LAW ENFORCEMENT 21B

TITLE: Nontraditional Role Assumption and the Personality of the Policewoman

AUTHORS: Kennedy, Daniel B. and Homant, Robert J.

SOURCE: Journal of Police Science and Administration, Volume 9, No. 3, September 1981, Pages 346-355

COPYRIGHT: 1981 by IACP, Inc.

CONTENT: In referring to the same assumed characteristics of the policewoman's personality. "It is the purpose of this study, admittedly exploratory in nature, to determine whether or not any such personality patterns exist." Page 348

OPINION: ****

CATEGORY: LAW ENFORCEMENT 21C

TITLE: An Overview of Attitudes Toward Women in Law Enforcement

AUTHOR: Koenig, Esther J., New York City, Department of Personnel

SOURCE: Public Administration Review, Vol/Issue No. 38, May-June 1978, Pages 267-275

CONTENT: "In many police departments throughout the country, female police officers are now performing the same duties as their male counterparts. This paper provides a comprehensive review of the literature concerning the changes in the role of female police officers-from their entry into law enforcement as police matrons in 1845 until the present. Beginning with the derisive portrayal of policewomen by the public press in the early 1900's, the evolution of the policewoman's image is traced and the different duties assigned to her are examined. The various studies on attitudes toward policewomen are critically reviewed and evaluated. The pattern emerging is one where anti-policewomen orientations are persisting despite the demonstrated competence of female police officers. Although the general public may gradually be coming to accept policewomen as full-fledged officers, it is policemen as a group who seem most resistant to the new role of women in law enforcement." Page 267

OPINION: ****

CATEGORY: LAW ENFORCEMENT 22A

TITLE:

PERCEPTIONS OF DEMANDING
VERSUS REASONING
MALE AND FEMALE POLICE OFFICERS

AUTHORS: Sterling, Bruce S. and Owen, John W.

SOURCE: Personality and Social Psychology Bulletin, Vol. 8, No. 2, June 1982, Pages 336-340

COPYRIGHT: 1982 by the Society of Personality and Social Psychology, Inc.

CONTENT: "Subjects (68 males and 72 females) rated audiotapes of police officers (male or female) interacting in a demanding or reasoning manner with a student (male or female). Results showed that regardless of the officer's behavior, female officers were perceived as more assertive, tenacious, and active than male officers. Demanding female officers were seen as less feminine than reasoning female officers, but male officers' masculinity was not affected by their behavior. Challenging a female officer was seen as more legitimate than challenging a male officer, and complying with her demands was seen as more of a failure." Page 336

OPINION: ****

CATEGORY: LAW ENFORCEMENT 22B

TITLE: The Performance and Socialization of Female Recruits in the Michigan State Police

AUTHOR: Charles, Michael T.

22B

SOURCE: Journal of Police Science and Administration, Volume 9, No. 2, June 1981, Pages 209-223

COPYRIGHT: 1981 by IACP, Inc.

CONTENT: "The study reported here focuses on the performance of recruits in a number of job related tasks and various role definitions of the female trooper's role." Page 211

OPINION: ****

CATEGORY: LAW ENFORCEMENT 23A

TITLE: The Personality and Attitudes of Female Police Officers: Needs, Androgyny, and Attitudes Toward Rape

AUTHORS: Lester, David; Gronaw, Fred and Wondracks, Kenneth

SOURCE: Journal of Police Science and Administration, Volume 10, No. 3, September 1982, Pages 357-360

COPYRIGHT: 1982 by IACP, Inc.

CONTENT: "The present study was designed to explore the personality and attitudes of female police officers." Page 357

OPINION: ****

CATEGORY: LAW ENFORCEMENT 23B

TITLE: Perspectives of Policewomen in Texas and Oklahoma

AUTHOR: Davis, James A.

SOURCE: Journal of Police Science and Administration, Volume 12, No. 4, December 1984, Pages 395-403

CONTENT: "The present paper therefore seeks to address questions about the experiences of policewomen by comparing their perspectives to those of their nonminority (that is, Anglo male) colleagues. The study is based on an extensive survey of attitudes and background characteristics of municipal police in Texas and Oklahoma." Page 396

OPINION: ****

CATEGORY: LAW ENFORCEMENT 23C

TITLE: A Pilot Study to Select and Prepare Underprivilege Minorities and Women for Employment in Law Enforcement

AUTHOR: Prince, John J.

SOURCE: Journal of Police Science and Administration, Volume 10, No. 3, September 1982, Pages 350-356

COPYRIGHT: 1982 by IACP, Inc.

CONTENT: "This study was to determine an appropriate screening device for the selection of minority students into a program to prepare underprivileged minorities and women for law enforcement careers. Also, this study was to determine the effectiveness of classroom training in the subject areas of English usage and reading." Page 355

OPINION: *

CATEGORY: LAW ENFORCEMENT 24A

TITLE: Police Administration - An Introduction

AUTHORS: Stone, Alfred R. and DeLuca, Stuart M.

SOURCE: John Wiley & Sons, Inc.

COPYRIGHT: 1985 by John Wiley & Sons, Inc.

CONTENT: "This text is intended to provide an overview of the principal duties and responsibilities of the police administrator. In most cases, police administration is offered to first and second year students so we have assumed only a minimal familiarity with basic concepts of law enforcement on the part of the student." (Page V - Chapter 11 Personal Recruitment and from preface. Selection contains portions entitled "Recruiting Women")

OPINION: Book *
Pages 291 - ****

CATEGORY: LAW ENFORCEMENT 24B

TITLE: Police-Community Relations, Second Edition

AUTHORS: Cromwell, Paul F., Jr. and Keefer, George Dr.

SOURCE: West Publishing Co., 50 West Kellogg Boulevard, P.O. Box 3526, St. Paul, MN 55165

COPYRIGHT: 1978 by West Publishing Co.

CONTENT: "It is the purpose of this volume to determine the reasons for, and the extent of, the difficulties of police-community relations and to examine ways to improve these relations. Although the extent of the problem varies from jurisdiction to jurisdiction, the programs which will be suggested in the following pages should be particularly applicable to all communities that have a substantial minority population." Page 4

"Part Five: WOMEN IN POLICE WORK 357
Women in Criminal Justice: A Policy Statement-Board of Directors, National Council on Crime and Delinquency 358
A Survey Related to Use of Female Law Enforcement Officers - Robert Hindman 359
A Psychological View of Women in Policing - Lewis J. Sherman 362
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Women in Policing: A Positive Step Toward Increased Police Enthusiasm - William O. Weldy 414
Page IX

OPINION: Book *
Part 5 - Pages 357-414 ****

CATEGORY: LAW ENFORCEMENT 25A

TITLE: Police-Community Relations and The Administration of Justice, 3rd Ed

AUTHOR: Mayhall, Pamela D.

SOURCE: John Wiley & Sons

COPYRIGHT: 1985 by John Wiley & Sons, Inc.

CONTENT: "This text is designed for use in a one- or two-semester course on Police Community Relations or Police and Society. It represents an overview." Page VII from Preface. Pages 117-121 discusses the female officer.

OPINION: Book *
Pages 117-121 (female officers) ****

CATEGORY: LAW ENFORCEMENT 25B

TITLE: Police Roles in the Seventies (professionalization in America)

EDITOR: Kinton, Jack

SOURCE: Social Science and Sociological Resources

COPYRIGHT: 1975

CONTENT:

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OPINION: •••

CATEGORY: LAW ENFORCEMENT 26A

TITLE: Police Social Workers: A History

AUTHOR: Roberts, Albert R.

SOURCE: Social Work, Vol/Issue No. 21, July 1976, Pages 274-298

CONTENT: "Police social work had a promising start in the early decades of this century but then faded, largely as a result of adverse publicity and sexist misconceptions. This article represents an important first step toward

uncovering the history of the police social work movement - a necessary step if social work intervention is to find its way back into police departments." Page 274

OPINION: **

CATEGORY: LAW ENFORCEMENT 27A

TITLE: Policemen's Attitudes Toward Policewomen: A comparison of Two Metropolitan Police Departments

AUTHORS: Jaeger, Mary Hannon and Dickinson, George E.

SOURCE: Presented at the annual meeting of the American Society of Criminology, November 7-11, 1984 in Cincinnati, Ohio

CONTENT: "ABSTRACT - Attitudes of policemen toward policewomen are compared in two metropolitan areas. After interning with police departments in the upper Midwest and the West, the principal author observed that the attitudes of policemen toward policewomen appeared to be quite different. Questionnaires were distributed to 600 policemen to determine if these observations were accurate; a total of 294 were returned through the mail or the precincts. It was hypothesized that Farwest City policemen's attitudes toward policewomen are more positive than are the attitudes of Midwest City policemen. The observations were supported by the data from the questionnaires with the Chi-square test of significance showing seven of nine Likert-type items on attitudes toward policewomen to have a significant relationship between police departments. The samples from the two police departments were similiar except Farwest City's policemen were much better educated. It is therefore suggested that greater educational achievement is more conducive to assimilation of women into police roles."

OPINION: ****

CATEGORY: LAW ENFORCEMENT 27B

TITLE: Policewomen and Policewomen Occupational Role Dilemmas and Choices of Female Officers*

AUTHOR: Martin, Susan

SOURCE: Journal of Police Science and Administration, Vol 7, No. 3 Pages 314-323

COPYRIGHT: 1979 by IACP, Inc.

CONTENT: "This article will examine the alternative role adaptations characteristic of female officers and the implications of each type of response for occupational role performance." Page 314
*This article was previously presented at the Eastern Sociological Society meeting in March 1979. Page 314

OPINION: ****

CATEGORY: LAW ENFORCEMENT 28A

TITLE: Policewomen and The Physical Aspects of Policing

AUTHOR: Horne, Peter

SOURCE: Law and Order Magazine, September 1980, pages 83-89

CONTENT: Mr. Horn discusses, "Five interrelated physical aspects of policing and their influence on not only female but male officers, as well. The five physical aspects are:

a. physical stature
b. physical agility test
c. physical training
d. physical fitness for veterans officers
e. deadly force and firearms training
page 83

OPINION: ****

CATEGORY: LAW ENFORCEMENT 28B

TITLE: The Policewomen in American Society: A Preliminary Survey Exchange Bibliography #1045

COMPILED BY: Davis, Lenwood G., Department of Black Studies Ohio State University

SOURCES: Council of Planning Librarians,
P.O. Box 229
Monticello, Illinois 61856

COPYRIGHT: By Lenwood G. Davis

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OPINION: N/A

CATEGORY: LAW ENFORCEMENT 29A

TITLE: Policewomen: Myths and Reality

AUTHOR: Bell, Daniel J.

SOURCE: Journal of Police Science and Administration, Volume 10, No. 1, March 1982, Pages 112-120

COPYRIGHT: 1982 by IACP, Inc.

CONTENT: The article presents the history of women in policing, contemporary developments, research, a discussion and a conclusion.

OPINION: ****

CATEGORY: LAW ENFORCEMENT 29B

TITLE: Policewomen on Patrol: First Report

AUTHORS: Block, Peter B. and Anderson, Deberah of the Urban Institute

SOURCE: Police Foundation
1909 K Street N.W., Suite 400
Washington, D.C. 20006

COPYRIGHT: May 1974 - Police Foundation

CONTENTS: "Because patrol operations take up the majority of the average police agency's resources and are considered the most important of all police work, the police foundation decided to sponsor an evaluation of the performance of women on patrol. The purpose was to provide police and public administrators with as much scientific information as possible on the subject.

The evaluation was undertaken for the foundation by the Urban Institute of Washington, D.C. The results are the subject of this document. The foundation believes that while the evaluation was conducted in Washington, the result will be useful for police agencies nationwide." Page 1 from the forward.

OPINION: ****

CATEGORY: LAW ENFORCEMENT 29C

TITLE: Policewomen on Patrol in a Suburban Police Department

AUTHOR: Sherman, Lewis J.

SOURCE: Journal of Police Science and Administration, Pages 434-438

COPYRIGHT: 1975 by Northwestern University School of Law

CONTENT: "This vigorous study provided the convincing evidence, to those who wished to believe it, that had been demanded; women are able to perform on patrol as well as men." Page 434

"The present evaluation was undertaken in St. Louis county in order to assess the performance of policewomen in a radically different policing situation: suburban, one-person motor patrol."
page 434

OPINION: ***

CATEGORY: LAW ENFORCEMENT 30A

TITLE: Policewomen's Manual

AUTHOR: Higgins, Lois Lundell

SOURCE: Charles C. Thomas, Publisher - Springfield, Ill.

COPYRIGHT: 1961

CONTENT: "FOREWORD - Doctor Lois Lundell Higgins has done an excellent study of the role of the modern policewoman in terms of her relationship to the community and to modern law enforcement procedures and philosophies, and has provided a valuable service to her fellow policewomen in producing this guide and manual. Lois Higgins' own stature as a social worker, teacher, and policewoman should prove an inspiration to others already working in this field and to young women who may be considering law enforcement as a career. Her great sense of fairness, her personal dignity, and her belief that a career as a policewoman must be founded on integrity and a genuine wish to be of service to the community should go far to elevate the status of the profession with both students and the public.

Doctor Higgins has given great attention to the problem, both pre-service and in-service, and in this manual she presents a comprehensive outline of those fields and subjects in which she feels the policewoman should be professionally competent. It is a very hopeful note for the progress of police work that higher education is gradually coming to be recognized as essential for effective service.I would take issue with Doctor Higgins only in terms of her desire to bring these highly trained policewomen together in a specialized bureau and I would not wish to be considered facetious when I say that it would be a pity for these charming and talented ladies to isolate themselves from an integrated police organization in which they can contribute so much to department morale and dignity in addition to carrying out their functions in closer cooperation with other units of the department.

O.W. Wilson, Superintendent
Chicago Police Department
(from foreword Page VII)

OPINION: ***

CATEGORY: LAW ENFORCEMENT 31A

TITLE: Policewomen: 2000 A.D.

AUTHOR: Horne, Peter

SOURCE: Police Journal, October, 1979, Pages 344-357

CONTENT: A forecast of the future of women in policing is presented. "The information for the paper was obtained from three broad categories of material: important books and articles of a general nature about policewomen; government reports and data about current and future trends facing policing; and interviews with and/or review of articles by various experts of policewomen."

OPINION: ****

CATEGORY: LAW ENFORCEMENT 31B

TITLE: A Preliminary Examination of the Factors Related to Turnover of Women in Law Enforcement

AUTHOR: Fry, Lincoln J.

SOURCE: Journal of Police Science and Administration, Volume 11, No. 2, June 1983, Pages 149-155

COPYRIGHT: 1983 by IACP, Inc.

CONTENT: "This paper reports on data collected within a single county sheriff's department and focuses on the turnover of one major affirmative action target group, women. The purpose is to look at the reasons women gave for leaving the agency under study, and to explore their police implications for one of the long-term objectives of affirmative action programs, namely, employees retention." Page 149

OPINION: ****

CATEGORY: CORRECTIONS 31C

TITLE: Prison Guards The Culture and Perspective of an Occupational Group

AUTHORS: Webb, G. L. and Morris, David G.

COPYRIGHT: 1978 by Caker Books
LIBRARY OF CONGRESS Card No. 78-72960

CONTENT: "INTRODUCTION" In this work, Professor Webb has presented us with a candid and objective overview of a prison sub-culture, that of prison guards. When we think of the prison environment, we tend to think only in terms of prisoners; indeed, far too many of us have accepted without question the belief that prisoners are victims of circumstances

beyond their control. Such a "social worker" mystique is ill-afforded today. All too frequently, we ignore the plight of those who must deal with the more unpleasant tasks of maintaining a society's values and norms such as police officers, and most seriously overlooked - the prison guard.

G.L. Webb and David G. Morris make a considerable contribution to the literature on the prison environment by providing the public with eyewitness accounts. In doing so, one cannot help but feel a sense of compassion for the plight of the guard. They are caught in the middle - having to respond to the demands of administrators and other public officials who have an astounding level of naivete concerning the behavior of prisoners while at the same time taking care not to overly offend the group that can take their life all too easily. One could draw the conclusion that the guard is as much a prisoner as the convicted felon.

This book tells it like it is; the language is salty. The reader is given a set of unexpurgated observations by the group that knows prisoners best - their guards. The authors do not seek to simplify issues by providing the reader with nice, neat sociological explanations. Rather, we get a hard realistic view of life in a penitentiary which is informative and just plain interesting reading. William Milsap, Ph.D. (Introduction Pages 9-10)

OPINION: • (discusses correctional officers as an occupational group.)

CATEGORY: GENERAL 32A

TITLE: A Proposal: We Need Taboos on Sex at Work

AUTHOR: Mead, Margaret

SOURCE: Redbook Magazine, April, 1978, Pages 31-38

CONTENT: The following is an exerpt from the article:
"Laws and formal regulations and the protection given by the courts are necessary to establish and maintain institutional arrangements. But the commitment and acceptance that are implied by taboos are critical to the formation and protection of the most meaningful human relations." Page 38

OPINION: •

CATEGORY: LAW ENFORCEMENT 32B

TITLE: "Psychological Preparation" of Female Police Recruits

AUTHOR: Glaser, Debra Furman M.A. and Saxe, Susan, Ph.D.

SOURCE: FBI Law Enforcement Bulletin, Volume 51, January 1982, Pages 5-7

CONTENT: Discusses a program designed to help lower the attrition rate of female recruits. Topics such as: psychological stresses, group counseling,

32B (cont.)

and power-positive orientation for a winning response are presented. This brings out some major points (or opinions) that women have concerning working in non-traditional jobs.

OPINION: ••••

CATEGORY: LAW ENFORCEMENT 33A

TITLE: A Question of Height Revisited: Assaults on Police

AUTHOR(S): Swanson, Cheryl G.; Hale, Charles D.

SOURCE: Journal of Police Science and Administration - Volume 3, No. 2 Pages 183-188

COPYRIGHT: 1975 by Northwestern University School of Law

CONTENT: "While this study does not speak to the issue of police performance in general, it does provide some tentative statements regarding the issue of height as it relates to an officer's proneness to assault." Page 183

OPINION: •

CATEGORY: LAW ENFORCEMENT 33B

TITLE: Remarks Women Police and Stress

AUTHOR: Martin, Carol Ann

SOURCE: Police Chief, March 1983, pages 107-109

CONTENT: Title is descriptive of content

OPINION: ••••

CATEGORY: LAW ENFORCEMENT 33C

TITLE: Role Styles of Women Police Officers (1)

AUTHOR: Wexler, Judie Garfin

SOURCE: Sex Roles, Vol. 12, Nos. 7/8, April 1985, Pages 749-755

COPYRIGHT: 1985 Plenum Publishing Corporation

CONTENT: "This study identified women patrol officers utilizing four styles in relating to male officers: neutral-impersonal, semimasculine, feminine, and mixed. The role styles were helpful in understanding how women cope with conflicts generated by the demands of gender and occupational role. Patterns of emphasizing aspects of each role, of assigning priorities, and of coping techniques emerged around the different styles. The women did not express attachment to any one style of relations with those who were not male co-workers." Page 749

OPINION: **** 33C (cont.)

NOTE: "(1) An earlier version of this article was presented as a paper at the annual meeting of the Western Psychological Association, Sacramento, April 8, 1982. The research upon which this article is based was done with Deana Darman Logan." Page 749

CATEGORY: CORRECTIONS 34A

TITLE: San Quentin: Women Officers Permitted to Search Male Inmates, Court

SOURCE: Corrections, Vol. 17 No. 1, January 6, 1986, Page 10

CONTENT: "Female officers at San Quentin Prison in Calif. can conduct "pat-down" searches of male convicts and watch them using shower and toilet facilities without violating inmates rights to privacy, a Federal Appeals Court ruled Dec. 26 in San Francisco." Page 10

OPINION: **** (pertains to legal issue)

CATEGORY: GENERAL 34B

TITLE: Sexual Harassment On the Job

AUTHORS: Backhouse, Constance and Cohen, Leah

SOURCE: Prentice-Hall, Inc., Englewood Cliffs, NJ 07632

COPYRIGHT: U.S. edition 1981 by Prentice-Hall, Inc., The Macmillan Company of Canada, Limited, Constance Backhouse and Leah Cohen

CONTENT: The text uses, "statistical studies, interviews with executives and personnel managers, case studies, historical records, and court cases, the authors show how pervasive sexual harassment is in the workplace." from the front flap of the cover.

OPINION: *

NOTE: This text does not deal specifically with law enforcement or corrections but does relate to the overall scheme of the main topic.

COPYRIGHT: LAW ENFORCEMENT 34C

TITLE: Sexual Politics in the Workplace: The Interactional World of Policewomen

AUTHOR: Martin, Susan E., American University

SOURCE: Symbolic Interaction, Vol. 1, No. 2, Spring 1978, Pages 44-60

34C (cont.)

CONTENT: "This paper examines the dynamics of male-female interaction in one work setting - the backstage region of a police department - and explore the variety of ways that policewomen are pressured to "stay in their place" by male co-workers. Policewomen face interpersonal dilemmas because as police officers they are expected to behave like colleagues (i.e. as status equals); as women they are expected to behave as status subordinates. This paper investigates a number of the techniques by which female officer's gender is made salient and male officers assert dominance over female officers. The verbal techniques employed include the use of euphemisms, affectionate terms of address, cursing, joking and putdowns, and gossip. Non-verbal messages are transmitted by the use of personal space, touch, and chivalrous ceremonies. In addition, the problems posed by sexuality and sexual harassment in the workplace are discussed. Data are based on nine months of participant observation and 55 interviews with officers in one police district in Washington, D.C." Page 44

OPINION: ****

CATEGORY: LAW ENFORCEMENT 35A

TITLE: Sources of Stress Among Women Police Officers

AUTHORS: Wexler, Judie Gaffin and Logan, Deana Dorman

SOURCE: Journal of Police Science and Administration, Vol. 11, No. 1, Pages 46-53

COPYRIGHT: 1983 by IACP, Inc.

CONTENT: "Most studies of police stress have focused on policemen. While males continue to comprise the vast majority of police officers, more and more females are entering police work. This study examines stress among women patrol officers, comparing their sources of stress with those previously reported for men." Page 46

OPINION: ****

CATEGORY: LAW ENFORCEMENT 35B

TITLE: A Survey of Stress in Women in Policing

AUTHORS: Pendergrass, Virginia E. and Ostrove, Nancy M.

SOURCE: Journal of Police Science and Administration, Volume 12, No. 3, September 1984, Pages 303-309

COPYRIGHT: 1984 by IACP, Inc.

CONTENT: "This report presents information from a department-wide survey of police employees on perceptions of stress in police work and health consequences of stress." Page 304

OPINION: ****

CATEGORY: LAW ENFORCEMENT 36A

TITLE: Training Tailored for Women

AUTHOR: Patterson, Mary Jo

SOURCE: Police Magazine, Volume 3, No. 5, Sept. 1980, Pages 22-29

CONTENT: Discusses experiences that took place at the New Jersey Police Training Academy with the nation's first all-female police class. The related learning experiences are discussed. Preliminary findings of the study; male trooper's beliefs about their female counterpart; instructor's modification of the women's training, course and some of the lessons learned were presented.

OPINION: ****

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 36B

TITLE: Women and Sex Roles: A Social Psychological Perspective

AUTHORS: Frieze, Irene H.; Parsons, Jacquelynne E.; Johnson, Paula B.; Ruble, Diane N.; Zellman, Gail L.

PUBLISHER: W.W. Morten & Company, New York/London

COPYRIGHT: 1978

CONTENT: Material on women and sex roles not specific reference to Law Enforcement or Corrections

OPINION: *

CATEGORY: GENERAL 36C

TITLE: Women & Values - Readings in Recent Feminist Philosophy

AUTHOR: Pearsall, Marilyn

SOURCE: Wadsworth Publishing Company - A Division of Wadsworth, Inc., Dalmont, Calif.

COPYRIGHT: 1986

CONTENT: "The text has been arranged in such a manner that it will be a flexible teaching instrument. Chapter 1 begins with a discussion of the notion of feminist theory itself. Chapter 3 presents selections that lay the groundwork necessary for later discussions. These selections focus on theories of sex difference and the nature/culture debate. Chapters 3 through 8 then present readings in value theory organized under standard headings. Chapter 3 presents readings dealing with social philosophy, Chapter 4 with

political philosophy, and Chapter 5 with philosophy of law. Chapter 6 deals with philosophy of religion and Chapter 7 with philosophy of art." (from preface Page IX)

OPINION: *

CATEGORY: LAW ENFORCEMENT 37A

TITLE: Women Becoming Cops: Developmental Issues and Solutions

AUTHOR: Gross, Sally

SOURCE: The Police Chief, Vol. LI, Number 1, January 1984, Pages 32-35.

CONTENT: "The model presented here can be easily adapted to the police agency itself, so the supportive networking that began in training can continue with departmental sanction. It is hoped that police departments will soon offer supportive services of this type to all personnel. Programs of this sort, which reduce unnecessary intrapsychic and interpersonal stress, release energy for effective learning and development of police recruits, giving them a sound foundation for positive mental health and performance throughout their police career." Page 36

OPINION: ****

CATEGORY: CORRECTIONS 37B

TITLE: Women Employed in Corrections

SOURCE: National Institute of Justice, James K. Stewart, Director

AUTHORS: Chapman, Jane Roberts; Minor, Elizabeth K.; Ricker, Patricia; Mills, Trudy L.; Bottum, Mary

DATE: February, 1983

CONTENT: "This report is a first step in the effort to understand the factors that have limited the role women have in corrections and to develop a sound basis for attempts to broaden their participation in the field. The specific objectives of the research project on which this report is based were (1) to determine where and in what occupations in corrections women are working; (2) to identify and explore the factors which affect the recruitment, placement, and advancement of women in the field; (3) to provide direction for future inquiries into the structural conditions and social processes that contribute to and shape the employment patterns of women in the corrections labor force." Page XI-under Executive Summary, Purpose and Scope of the Study.

OPINION: ****

CATEGORY: CORRECTIONS 38A

TITLE: Women in Corrections

COPYRIGHT: February, 1981

SOURCE: American Correctional Association Monographs, Series 1, No. 1
Subcommittee on Nonperiodic Publications - H.G. Moeller, Chairperson; Allen Breed, Samual Sublett, Jr.
Barbara Hadley Olssen, Editor; Ann Dargis, Associate Editor, Kathi Burcham, Staff Assistant

CONTENT: "With this monograph, Women in Corrections, the American Correctional Association is pleased to introduce the first in a series of new publications that will focus on specific concerns within corrections. Each monograph in this first set is comprised of congress of corrections papers. It is hoped that these thought-provoking, sometimes necessarily technical, papers will fuel the many ongoing discussions within the field, and, ultimately, contribute to improved, progressive correctional administration and treatment.

One of the Association's major concerns is providing relevant information for our members and others who may be interested selected topics. These monographs may be helpful to the practitioner, student, and/or administrator of a training program with a Department of Corrections.

The other publications in this first set of ACA Monographs are Correctional Management, Jails, Community Corrections, and Classification.

Anthony P. Travisono, Executive Director A.C.A." Page 2

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OPINION: ****

CATEGORY: LAW ENFORCEMENT 39A

TITLE: Women in Law Enforcement, Second Edition

SOURCE: Charles C. Thomas, Publisher, 2600 S. First St., P.O.Box 709, 62708-4709

COPYRIGHT: First Edition, 1975; Second Edition, 1980

AUTHOR: Horne, Peter

CONTENT: "This book will attempt to provide some answers to the severe personnel problems of the 1980s by advocating that department decision makers study carefully the need for an expanded role for one of the most sorely neglected members of the law enforcement staff - the policewoman.

Thus, the purpose of this book will be to:

1. Examine the use of policewomen in other countries,
2. Examine the historical and current use of policewomen in America,
3. Explore the positive and negative arguments concerning the employment of women in law enforcement, and
4. Recommend a course of action for the future utilization of policewomen.

Close attention must be paid to all of the above points, especially by today's agency leaders. Law enforcement is striving to become a profession, but it will become one only when it makes effective use of all of its personnel. Since public pressure demands that police administrators get maximum performance from their personnel, the comprehensive utilization of policewomen would seem to offer a promising alternative. Therefore, while this book is directed to law enforcement administrators and officers it is also being written for concerned citizens of both sexes who want to see our police agencies operating more effectively and efficiently." (from introduction Pages 3-4)

OPINION: ****

CATEGORY: LAW ENFORCEMENT 39B

TITLE: Women in Law Enforcement in Ohio

AUTHORS: McCormick, Kenneth, Associate Professor and
Garrison, Carole, Ph.D., Assistant Professor
Department of Criminal Justice
The University of Akron
Akron, Ohio 44325

CONTENT: "We have examined data (1) on the number and distribution of police women in Ohio, and found their representation small and sporadically scattered throughout the state's agencies. Finding explanations for why women are making some, but not major, gains in police employment is important for aiding Ohio Law Enforcement recruiters meet affirmative action mandates." (from the introduction)

(1) Ohio Uniform Crime Report, 1981

OPINION: ***

CATEGORY: LAW ENFORCEMENT 40A

TITLE: Women in Policing

AUTHOR: Bouza, Anthony V.

SOURCE: FBI Law Enforcement Bulletin, Volume/Issue No. 44, September 1975, Pages 2-7

CONTENTS: Presents the historical developments of women police in New York City. The large framework, service model, national experience, New York City, the Bronx. Experience, problem areas, participant's positions, evaluating studies and conclusions are topics covered.

OPINION: ***

CATEGORY: LAW ENFORCEMENT 40B

TITLE: Women in Policing: The Physical Aspect

AUTHOR: Charles, Michael T.

SOURCE: Journal of Police Science and Administration, Volume 10, No. 2, June 1982, Pages 194-205

COPYRIGHT: 1982 by IACP, Inc.

CONTENT: "The purpose of this article is to selectively review existing literature regarding the physical aspects of policing, the female's ability to perform physically demanding tasks, and the physical training process. With this data police agencies can improve the efficiency of police training and ultimately police effectiveness." Page 195

OPINION: ****

CATEGORY: RELATED FIELD 40C

TITLE: Women in Probation and Parole, 1974

AUTHORS: Schoonmaker, Meyress H. and Brooks, Jennifer S.

SOURCE: Crime and Delinquency, April, 1975, Pages 109-115

CONTENT: "A survey of women in probation and parole showed that only 20 states mixed caseloads of parole and probation officers. A survey of state agencies by means of a questionnaire directed to the director of each state agency in January, 1974 showed dramatic changes. The number of states allowing probation and parole officers to supervise clients of the opposite sex jumped to 46, with only four states holding out. The questionnaire results

also show, not surprisingly, the low ratio of women employed in probation and parole. Title VII of the Civil Rights Act of 1964, the need for more qualified employees, and the efficiency of caseload segregation have influenced changes in use of personnel. Although the change in practice to integrated caseloads is selective in some states and made with reservations in others, the response of one director of parole operations seems to capture the mood of inevitable change in practice and attitude: Civil Service says that this agency cannot discriminate against women and that a woman can do a "man's job" in all respects." Page 109

OPINION: **** (Title VII employment ratio)

CATEGORY: LAW ENFORCEMENT/CORRECTIONS 41A

TITLE: Women in the Criminal Justice System

AUTHOR: Feinman, Clarice

COPYRIGHT: 1980

SOURCE: Praeger Publishers, CBS Educational and Professional Publishing A Division of CBS, Inc., 521 Fifth Avenue, New York, N.Y. 10017

CONTENT: "This book has been written to provide a more reliable source of information on women in the criminal justice system. At the most obvious level, it gathers material from many different sources and offers a wide ranging examination of the current situation and the historical factors that produced it. At another level, it interprets this information according to ideas more in harmony with the facts and less influenced by traditional stereotypes. It is an attempt to see women in criminal justice from a fresh perspective, outside the narrowly defined ideas that have predominated until very recently." (from preface page V)

OPINION: *** or ****

CATEGORY: LAW ENFORCEMENT 41B

TITLE: Women on Patrol: A Pilot Study of Police Performance in New York City

AUTHORS: Sichel, Joyce L.; Friedman, Lucy N.; Quint, Janet C.; Smith, Michael E.

DATE: January, 1978

SOURCE: For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402

CONTENT: "The patrol performance of 41 female police officers was compared to that of 41 male police officers in New York City in 1975/1976; the males and females were matched by length of time on force, patrol

experience, and type of precinct. Direct observation by police and civilian personnel was the principal research method.

The findings add to the growing literature justifying assignment of women to patrol. In general, male and female officers performed similarly: they used the same techniques to gain and keep control and were equally unlikely to use force or to display a weapon. However, small differences in performance were observed. Female officers were judged by civilians to be more competent, pleasant and respectful than their male counterparts, but were observed to be slightly less likely to engage in control-seeking behavior, and less apt to assert themselves in patrol decision-making. Compared to male officers, females were less often named as arresting officers, less likely to participate in strenuous physical activity, and took more sick time.

Some of the performance disparities appeared rooted in morale and deployment problems resulting from departmental layoffs, social conventions, and role expectations. Situationally and socially engendered differences between the performance of male and female officers might be remedied by different deployment and training policies. The study, intended primarily for police administrators, concludes with suggestions for the improvement of the patrol performance of male officers as well as female police officers."
ABSTRACT PAGE III

OPINION: ****

CATEGORY: LAW ENFORCEMENT 42A

TITLE: Women Police: A Survey of Education, Attitudes, Problems

AUTHOR: Martin, Carol A.

SOURCE: Journal of Studies in Technical Careers; Volume 1, Number 3, Spring 1979, Pages: 220-227

CONTENT: "This article will examine one of the areas most neglected by police administrators, publishers, and researchers - women in police work. There is a paucity of information on women police, and literature on career development and education to prepare women for law enforcement work is almost nonexistent. A study begun in 1976 and still in progress has obtained responses from 554 women officers. The study has yielded various kinds of information about policewomen's attitudes and opinions." Page 221

OPINION: ****

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Wolfe, Jerome A.	5B
Wondracks, Kenneth	23A
Wrobleski, Henry M.	16A
Zellman, Gail L.	36B

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